

FOLIO

UNIVERSITY OF ALBERTA
15 NOVEMBER 1991



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Mandatory retirement: Dickason asking Supreme Court to overturn lower court decision

Olive Dickason (History) has requested permission to appeal the Alberta Court of Appeal decision which found that the University of Alberta's mandatory retirement policy was reasonable and justified in setting the retirement age at 65. In effect, she is asking the Supreme Court of Canada to overturn the lower court decision.

"It would be admitting defeat, if I didn't appeal," Dr Dickason said last week. "I don't think it was a good decision and it goes against the whole current of the times. The economy simply can't afford this, and what may have been a good idea 100 years ago is far from a good idea now."

The University will continue to argue its case, presuming the Supreme Court agrees to hear the case, on five major points. First, faculty sign contracts agreeing to the age of retirement; second, the University's ability to plan is constrained without mandatory retirement; third, the University wants to inject new blood into the institution; fourth, some professors may become less effective teachers and researchers as they grow older (this is the "retirement with dignity" argument); and fifth, faculty have an implicit contract that in return for virtual security of employment and no salary ceiling at the full professor level, they must retire at age 65.

The University has 28 people over the normal age of retirement and still working. Three of those have voluntarily decided to retire 31 December 1991. Two of those have entered into special agreements with the University to extend their appointments beyond 1991. Two others, in 1988, got court orders which in effect prevented the University from involuntarily requiring them to retire until the Courts (including the Supreme Court of Canada) had eventually made a decision on the question of mandatory retirement.



History professor Olive Dickason hopes the Supreme Court of Canada will hear the appeal.

ments or Dean may want to them to stay on. In those cases, there's no reason they couldn't enter into post-retirement contracts with the University.

Another 13 faculty members are scheduled for retirement in the summer of 1992.

The University argues that it would save a considerable sum of money by being able to retire these professors, many of whom are some of the higher paid professors on campus. Dr Dickason acknowledges in the short term the University would save a great deal of money. "I can't deny it," she says, adding, however, that she is "dead set against" the idea of not having a cap on salaries.

"In the longer term, it balances out because people also take early retirement," she says. The University could also make things more flexible by, for example, allowing more half-time working schedules.

"If the Supreme Court agrees to hear the case, it will be another giant step forward and an opportunity for another good hearing of the issues," she says. If the case is lost, the issue should be debated in the legislative realm, "and that's where it should be [decided] anyway."

The Supreme Court has already ruled on mandatory retirement questions in *McKinney versus University of Guelph*. The Court ruled that universities were not organs of government and therefore, in that case, not bound by freedom from discrimination provisions in the Charter of Rights. The majority of the Court agreed mandatory retirement allowed universities to do long-term planning and inject new blood.

Dr Dickason maintains the circumstances in Ontario and British Columbia decisions are not the same as in this province. She argues that the *Alberta Individual's Rights Protection Act* doesn't have a cap on age. That Act states employers cannot discriminate on the basis of age.

Mandatory retirement at universities south of the border has been a contentious issue as well. In 1986 the United States passed

amendments to the *Age Discrimination in Employment Act* (ADEA). Part of those amendments included the abolition of mandatory retirement of tenured faculty in colleges and universities on 1 January 1994.

An American study forecasting the effects of the 1986 amendments, conducted by Albert Rees, of Princeton University, and Sharon Smith, of Fordham University, and published recently in *Science* magazine, found that "... the effects will be much smaller than have generally been predicted and, except in a few elite private research universities, the alarm that has been expressed by academic administrators is not warranted."

At a recent meeting of the Association of Academic Staff: University of Alberta, its council voted 21-14 to provide \$5,000 to fund the leave to appeal by Dr Dickason.

The University argues that it would save a considerable sum of money by being able to retire these professors, many of whom are some of the higher paid professors on campus.

Survey results 'resoundingly positive,' President says

Board Chair says U of A 25 years behind in private fundraising

The results of the recently released 1991 University Education in Alberta: Public Opinion Trends report constitute encouraging news for officials at the University.

At a joint General Faculties Council/Board of Governors meeting 4 November, President Paul Davenport said three questions on the survey were answered in a resoundingly positive manner. Those questions were: Should the government spend more money on higher education? If the government has to cut, should it look elsewhere other than higher education? And if increased university funding requires higher taxes, would you be willing to pay higher taxes?

"My experience is that if you have a survey like that on Tuesday and you go to raise taxes the following Wednesday, it's really tough to find that 75 percent who are willing to pay higher taxes," said the President.

Gerwin Marahrens (Germanic Languages) said the results of the survey conducted by Harvey Krahn (Sociology) were very reassuring. "They indicate the support by the population for the University is far stronger than several of the ministers of the provincial cabinet and some of the MLAs have tried to make us believe."

He urged the Chair of the Board of Governors, Stan Milner, and the President to use the results of the survey to convince the govern-

ment that the public wishes better funding of the University. "Moreover, you can indicate that it is dangerous if a provincial government ignores the wishes of the population for too many months and years.

"With such pressures for donations, we should not be too optimistic about the prospects for a fundraising campaign in the province," Dr Marahrens said.

"I think you're absolutely right," said Milner. "The University of Alberta is 25 years behind," he said, citing the long-standing private fundraising efforts of American universities and Canadian universities such as Western Ontario, McGill and Queen's. "The real trick is to convince those who are going to give funds that it is an investment in the community and that they have a vested interest in it.

"We must do it [raise money from private sources]," he continued. "Those people are all voters. But it is a question of what the University is doing on its own to solve its own problems. We're going to have successes and we're going to have failures."

Milner said on a national scale Canada has to commit more resources to education. "We're going to have to get the federal government more involved in education because the provinces can't do it alone."

"I don't think it was a good decision and it goes against the whole current of the times. The economy simply can't afford this, and what may have been a good idea 100 years ago is far from a good idea now."

The majority of the professors who are affected are in three Faculties: Arts, Science and Medicine.

This means the University has 21 people who are obligated to retire 31 December 1991 and letters from the University have been sent to them. The letter also states that their depart-

CURRENTS

CANADIAN FUTURES RESEARCH INSTITUTE

The Canadian Futures Research Institute will hold its annual general meeting 20 November at 4:30 pm at Rutherford House. Members and nonmembers welcome. Refreshments will be served.

For additional information about CFRI, call Gordon Freeman, 492-3468; Denis Haughey, 492-1858; or WA Fuller, 1-675-2993.

TELEPHONE USER TRAINING

The Telecommunications Division, Department of Physical Plant, hosts free telephone user training on the third Thursday of every month. The next training sessions will be held 21 November; employees are invited to call the training hotline (9999) to schedule an appointment. APOs are also welcome to schedule new employees as part of their orientation to the University. Questions regarding this service may be directed to Switchboard Supervisor Sally Butt at 492-3246.

FORUM ON 'WOMEN AND AIDS/HIV'

Sexist, racist and homophobic assumptions often underpin discussions of AIDS/HIV, says a spokesperson with the Women's Program and Resource Centre, Faculty of Extension. A forum, 22 November, 7 to 9:30 pm, L-2 Humanities Centre, will provide an opportunity to discuss the implications of AIDS/HIV for women within a variety of ethnic and cultural contexts.

PROFESSIONAL DEVELOPMENT FOR APOs

Topic: "Conflict Management in Public Administration." *Date:* Wednesday, 27 November. *Time:* 8:30 am to noon (light luncheon to follow). *Location:* VIP Room, Lister Hall. *Instructor:* Bonnie Neuman, Associate Registrar and Director of Admissions. *Fee:* \$35 per person (includes luncheon). This fee may be claimed against the registrant's Professional Expense Allowance (or the Central Professional Development Fund by those who are eligible to claim from it). It is nonrefundable but may be applied to replacements provided they are Administrative Professional Officers. *Registration deadline:* 20 November (enrollment is limited).

HEALTH SCIENCES CAREER FAIR

Career and Placement Services is holding a Health Sciences Career Fair on 28 November. Admission is free; the Fair will be in Dinwoodie Lounge, 3 to 7 pm.

RETIREMENT RECEPTION FOR MARJORIE CAMERON

Marjorie Cameron, who has been with the University for more than 20 years, in the original Research Services area and now the Intellectual Property and Contracts Office, is retiring at the end of December. In her honour, a small reception will be held Friday, 29 November, in the foyer of the Council Chamber, 2-1 University Hall, beginning at 3 pm. All those who have known and worked with Mrs Cameron over the years are invited to drop by and wish her well. For further information, telephone Carol Dimitriou at 492-5787.

Local benefactor initiates Dermatology Oncology Fellowship

A \$10,000 donation by Mary and Hal Yerxa of Edmonton will hasten the establishment of a Dermatology Oncology Fellowship. The Fellowship, to which the Yexas will give a further \$10,000 for 1992, is seen as a major asset in the progression of the University of Alberta's Dermatology Division's malignant melanoma research.

Kowichi Jimbow, who accepted the donation 7 November, is seeking a better understanding of malignant melanoma of the skin, and the development of early laboratory diagnostic methods and rationale therapy. He said the donation will be used for the training of young physicians who will devote their future to having a more complete understanding of malignant melanoma and other skin cancers, as well as the better management of these cancers.

Predictions for this year are that approximately 2,800 people in Canada will develop melanoma and 650 will die from it. "One in

every 120 Canadians can expect to develop this cancer during his or her lifetime," Dr Jimbow says.

To date, the research of Dr Jimbow and his staff has succeeded in establishing antibodies which specifically react with melanoma, creating a system for detection of hidden cancer cells. The researchers have also developed a compound that selectively attacks cancer cells.

Yerxa, now in retirement, is the former owner of radio station CFCW. He and his wife have donated money to U of A research projects in the past and, at the same time as the donation to the Dermatology Division, they released sums to the Neurology and Cardiology Divisions of the Department of Medicine.

"Dr Jimbow's a very qualified individual. I just think it's [the research] worthwhile," Yerxa said of the donation to the Dermatology Division.

The terms of the Fellowship will be reviewed in two years' time.

ASTech award bestowed upon John Tulip

John Tulip (Electrical Engineering) is a recipient of a 1991 Alberta Science and Technology Leadership (ASTech) Award. He was a finalist in the Innovation in Alberta Technology category.

ASTech awards recognize those individuals, businesses and institutions which have made significant contributions to the science and technology community in the province.

A member of the Department of Electrical Engineering's faculty since 1970, Dr Tulip and colleague Herb Seguin operate a laser laboratory which has achieved a world-class reputation. Recently, Dr Tulip has turned to the application of lasers to medicine and has

advanced surgical laser techniques which have potential commercial use. He helped set up the Alberta Laser Institute and formed Aurora Laser Inc and Boreal Laser Inc to accommodate the transfer of his technology.

University of Alberta scientists who were finalists in this the second annual competition were David Schindler (Zoology), Ray Rajotte (Surgery and Medicine), and, jointly representing Biomira Inc, Antoine Noujaim (Pharmacy) and Michael Longenecker (Immunology).

The awards gala, hosted by the Calgary Council for Advanced Technology, was held 1 November in Calgary.

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LETTERS

FACULTY OF EDUCATION A LEADER IN USE OF COMMUNICATIONS TECHNOLOGY IN CLASSROOM

The lead article in the 25 October *Folio* involved supposedly tough advice being offered to the Faculty of Education by returning alumni. The article indirectly quotes Dr John Brosseau as indicating "The University should be the epitome of change and learning ..." and later that "multimedia approaches to teaching, such as those being pioneered in the private sector, are just around the corner." Dr Larry Ferguson is quoted as agreeing with him, referring to the "tremendous innovations being developed in communications technology."

What these comments indicate most clearly is that these alumni have as much to learn by spending more time on campus, specifically in the Faculty of Education, as members of the Faculty of Education may have to learn by spending more time in the schools.

In the areas of teaching and learning using communications and information technology the Faculty of Education has been a leader for a quarter of a century. Since the first use of television by the Faculty in 1965 to bring K-12 classroom activities into the classrooms on campus, the Faculty has been exploring the use of communications technology for improving teaching and learning in its classes. Since the introduction of computers into the former Division of Educational Research Services, the Faculty has been exploring the use of information technology in education as well.

Since that time the Faculty has made extensive use of video materials and video observation techniques in the preparation of student teachers, the training of counsellors, courses and research in group processes and child development and a variety of other areas.

Research on this campus and at many other locations across North America has provided evidence that the use of a variety of instructional methods based on technological innovations can be very effective, thus encouraging more widespread use.

More recently the very department which hosted the session at which the alumni gave their 'tough advice', Educational Psychology, has been moving to offer elements of three undergraduate courses using computer-based learning. One of these courses, Ed Psych 163, has an enrollment this fall of over 500 students. Another member of that department, Dr Lorraine Wilgosh, has recently had her work to develop a video-based vocational preference test described in *New Trail*.

With regard to the more recent multimedia developments, the Faculty has been moving towards this, and gaining experience with the design and delivery of learning materials which combine video, graphics, data, and text for a decade. Some of these materials, such as the Project Decide interactive computer-video disk simulation used in a graduate course in Educational Administration, have won national awards for their quality. There has been an Apple Innovation Centre in the Faculty promoting computer-based, interactive, and

more recently, multimedia approaches to learning for several years as well. In fact, it might be argued that the Faculty of Education has been doing far more "pioneering" of these innovative approaches to learning in western Canada in the past decade than has private industry.

Although there are many other examples which might be provided with regard to uses of communications and information technology in our Faculty, I believe the point has been made. One might ask if one more significant drawback to the use of these technologies in the preparation of teachers has to do with the reluctance of the schools themselves to make the necessary investment in the people, organizational, and equipment changes necessary to permit the proven effective use of technologies to enhance teaching and learning.

David A Mappin
Director, Instructional Technology Centre
Faculty of Education

(OPEN) HOUSE GUESTS WELCOME

On Saturday, 23 November, from 10 am to 12:30 pm, the Faculty of Rehabilitation Medicine will be hosting an open house for Corbett Hall. Students and their families and members of the clinical community are invited to attend, as are people from the University at-large and the Garneau community.

Guests will be free to wander the building to view such areas as research and teaching labs where faculty members will be on hand to answer questions.



University
of
Alberta

ACROSS CANADA

MACLEAN'S RANKING CREATES A STIR ACROSS THE COUNTRY

Predictably, universities that fared well in the recent *Maclean's* magazine ranking patted themselves on the back if their university was ranked in the top 10.

The *McGill Reporter* (McGill was ranked first overall) published a front page story on the ranking, which included a picture of the *Maclean's* cover. McGill President David Johnston said "... what I think this reflects is

the remarkable efforts by three and four generations of McGill professors"

The *At Guelph* publication proclaimed "We're number eight!" President Brian Segal said, "It's always nice when someone recognizes the kind of progress, momentum and excitement going on at the U of G."

However, at Waterloo, which placed 22nd, President Douglas Wright said the ranking of universities was incomprehensible.

No matter where their schools ranked, most university presidents across the country expressed reservations about how the rankings were compiled. There were many inconsistencies in the statistical data, said UBC's President, David Strangway.

U of A number five in numbers of foreign students; U of T number one

Business and economics popular fields of study

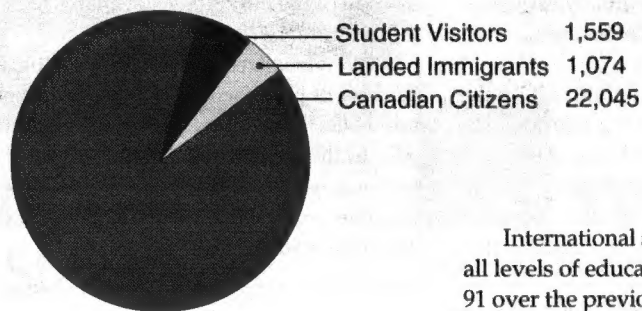
The University of Alberta has the fifth largest foreign student enrollment in the country.

According to data released recently by the Canadian Bureau for International Education (CBIE), the University of Toronto, in the 1990-91 academic year, had approximately 3,700 foreign students; McGill attracted 2,800; Université de Montréal had 2,250; and York enrolled 1,900. The University of Alberta had 1,680 foreign students.

Social sciences, particularly economics and business, remained the most popular field of study by international students at Canadian universities. Engineering and applied sciences followed, with mathematics and physical sciences, including computer science, coming third.

International students as a proportion of total enrollment fell from 4.7 percent in 1980-81 to 4.2 percent in 1990-91.

Asked whether foreign differential fees have an impact on enrollment patterns, CBIE Director of Institution and Student Services Lorraine Bélisle told *Folio* last week a recent study indicated there is little impact.



1990 - 91 Immigration Status

However, enrollment patterns are changing. In 1980-81, for example, international undergraduates constituted 4.3 percent of total enrollment. In 1990-91, they constituted only 3 percent. At the master's level, in 1980-81 foreign student enrollment stood at 9 percent of total enrollment. A decade later, that figure was 11.5 percent. In 1980-81, international doctoral students comprised 21.2 percent of total enrollments compared with 26.3 percent in 1990-91.

International students as a proportion of total enrollment, fell from 4.7 percent in 1980-81 to 4.2 percent in 1990-91.

On the other side of the coin, only about 4 percent of Canadian university students are studying outside the country. European community university students, in contrast, have about 10 percent of their number studying abroad.

OPPOSITION LIBERALS CALL FOR INDEPENDENT COMMISSION

Following on the heels of the release of the *Maclean's* ranking and the report of Stuart Smith's Commission of Inquiry, the Opposition Liberals in this province have called for the establishment of an independent commission to look at the state of the province's advanced education system.

"We need to review and get the entire advanced education system back on track," advanced education critic Yolande Gagnon said recently.

International student enrollment grew, at all levels of education, by 21 percent in 1990-91 over the previous year. But at the undergraduate university level, enrollment continued its slow increase of the past three years, after four consecutive years of decline in the mid-1980s, reaching approximately 20,300 in 1990-91. The big increase was in graduate student enrollment. It rose by more than 50 percent during the last five years, from less than 10,000 to almost 15,000 students.

Where did these students come from? Hong Kong sent the largest number of students, 13,900, in 1990-91. Nearly half of those were enrolled at universities. Philippines sent the second largest number, 7,900, but most of those were enrolled at colleges and trade schools. The United States sent 7,400 students. Three thousand of those were enrolled at Canadian universities. The People's Republic of China sent 5,900 students, the majority of whom were in university graduate programs.

Foreign student enrollment at the University has remained virtually unchanged over the last decade. Student visitors in 1990-91 accounted for 6.3 percent of total enrollment. A decade earlier, that figure stood at 6.2 percent.

Canada but a spear carrier on world's telecommunications networks stage

Establishment of CANARIE could change that

Powerful telecommunications networks are fundamental to advanced information-based societies. As a consequence they are revolutionizing education and business.

Distance education and teleconferencing, numerically intensive computing, support of research networks, electronic messaging, shared library resources, bridging communication among educational, corporate and government sectors ... all are greatly dependent upon advanced telecommunications networks.

Canada's vastness should dictate that it be among the leaders in utilizing telecommunications networks. Unfortunately, this is not the case. Canada has fallen far behind Japan, the US and many European countries in telecommunications network infrastructure. The world's industrially advanced countries are coursing over telecommunications superhighways while, by comparison, Canada is travelling a dirt road. This must change, say University of Alberta Vice-Presidents Bob James (Research) and Lois Stanford (Student and Academic Services).

Discussions will centre on a federally initiated \$60 million proposal to establish a Canadian Network for Advanced Research, Industry and Education (CANARIE).

Drs James and Stanford have invited representatives from two important change agents to come on campus Wednesday, 20 November, to address plans to improve Canada's national networking capacity. Pat Sampson, director, Technology Applications, Industry, Science and Technology Canada, will lead several discussions on a federally initiated \$60 million proposal to establish a Canadian Network for Advanced Research, Industry and Education (CANARIE). Sampson will be speaking not only about technical matters involving network standards, connectivity and capacity, but he will also explore with attendees the services they can expect from CANARIE. Additionally, Pardeep Ahluwalia of NSERC, whose responsibilities include collaborative research initiatives and computing policy, will be addressing the implications of NSERC's commitment to assist researchers to avail themselves of the opportunities CANARIE can provide.

After specialized initial sessions, the workshop will address general-interest topics such as: network services, accessibility, the network's enhancement of library resources, etc. Besides Deans and Associate Deans (Research) and other members of the University of Alberta community, representatives from other Alberta universities, business, and government departments (Advanced Education, Alberta Technology, Research and Telecommunications) are expected to attend. Subject to available space, other members of the University's staff are encouraged to attend. Free registration and workshop materials can be obtained on a first-come, first-served basis by contacting: Barbara Bohdan, Executive Assistant, Office of the Vice-President (Research), 3-12B University Hall, University of Alberta, telephone 492-0868, fax 492-1438.

The workshop will be conducted in 165 Education South (8:15 am to 2:30 pm) and 129 Education South (2:35 to 4:30 pm).

Report recommends eliminating foreign student fee differential

Vice-President (Academic) studying proposal

The Faculty of Graduate Studies and Research has submitted a report to the Vice-President (Academic) which calls for the elimination of the graduate student fee differential.

John McDonald told a joint General Faculties Council/Board of Governors meeting 4 November that he is studying the report. No decisions have been made yet, he said. "There's no easy solution to it."

"I've asked the Dean [of Graduate Studies and Research Fu-Shiang Chia] to give me some advice on alternative ideas, based on the fact that it would be difficult to act on that recommendation just as it stands," he said.

Tony Marsland (Computing Science), who raised the issue, said the foreign student fee differential has the potential to hurt the University of Alberta.

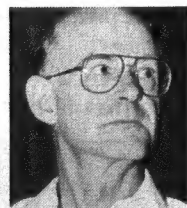
Board Chair Stan Milner said student fees have become an integral part of the University's revenue, balanced against the expenditures. "I don't see any change this year. I don't detect any great understanding of the issue in the public, or any great desire on the part of

the public to change that particular item. It's certainly not one we ever get questions on when we're [the Board] on the road.

"You know how the budget's put together," he said. "It comes in through you people, the administration and the President ... so we [Board members] rely very heavily on you. So it will be a question of where you allocate your resources."

Vice-President McDonald told GFC and Board members that, "I would note that the issue of undergraduate access is something that we care about at the University and the public cares about as well. In a number of areas, our undergraduate access is very much affected by the number of graduate students we are able to recruit. We use them as teaching assistants."

"So the issue is much more complicated than just the issue of attracting graduate students who want to do research projects and, therefore, it's going to have to receive quite a bit of attention," he said. "How we deal with it will probably take some time to determine."



Vice-President (Academic) John McDonald: studying the Faculty of Graduate Studies and Research's report.

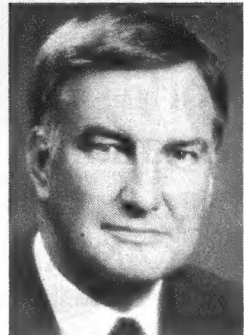
Milner said, "If you have a huge problem, it seems to me that to attack the problem from the other side might be easier than changing the foreign fee differential. In other words, just pay them more."

President Paul Davenport said the foreign student fee differential was the first topic on the agenda when he met with people in the Department of Zoology. It seems to be restricting the department's ability to attract foreign students, students traditionally relied upon by the department to teach some undergraduate courses, said the President.

Chancellor Sandy Mactaggart said the Senate would likely approve the establishment of a task force on the state of student finances. This fee would be one of the topics addressed by the task force.

Ron Southern

Ruth Carse

Her Honour Marjorie
M Bowker

Raymond Lemieux

Fall Convocation: Degrees to be conferred on nearly 800 students

Fall Convocation exercises will take place 21 and 23 November at the Jubilee Auditorium (2 o'clock each day).

At Part I, graduates of Graduate Studies and Research, Science, Medicine, Dentistry, Engineering, Medical Laboratory Science, Agriculture and Forestry, Pharmacy and Pharmaceutical Sciences, Nursing, Rehabilitation Medicine and Dental Hygiene will receive their degrees. President Paul Davenport will deliver the Report to Convocation; Raymond Lemieux, Professor Emeritus of Chemistry, will be awarded an honorary DSC degree; and Calgary businessman and entrepreneur Ron Southern will be awarded an honorary LLD degree and will present the Convocation Address.

At Part II, the Faculties of Arts, Education, Business, Home Economics, Physical Education and Recreation, Law, Faculté Saint-Jean, and the School of Native Studies will graduate students. Her Honour Marjorie Bowker will accept an honorary LLD degree, as will Alberta School of Ballet founder Ruth Carse. The latter will present the Convocation Address; Vice-President (Academic) John McDonald will give the Report to the University.

New lithographic press a fantasy no longer Printmaking students hit the bricks, realize profits

Printmaking students' talent and entrepreneurship is allowing them and others to "press on" with enthusiasm.

As related by Lyndal Osborne, the Printmaking Division of the Department of Art and Design needed a new lithographic press in the worst way. In 1972, when Professor Osborne joined the division, the press and other facilities were such that "no one could touch us." Things have deteriorated, however, and, since 1986, there has been no money for repairs/replacements. A lithographic press, priced at some \$17,500 (this figure includes all estimated costs), would be virtually impossible to get even if one of the zeros was removed.

Then a group of senior students hit on the idea of marketing the remaining sets of "Lasting Impressions", boxed portfolios of prints created by 18 artists, including faculty, technicians and senior students. Professor Osborne credits Ilona Kennedy with spearheading the

fundraising endeavour and with "doggedly going around and finding buyers." Portfolios sold for \$1,500 each; the retail value would be at least double that, according to Professor Osborne. Two unexpected events followed the raising of \$8,300 clear profit: Faculty of Arts Dean Patricia Clements came forward with \$8,420 and indicated it could be put towards the purchase of a new press, and Dave Takish, owner of Takish Press Corporation in Albuquerque, New Mexico, reduced the price of the press singled out by \$750.

The press, regarded by Professor Osborne as "one of the best presses available in North America," arrives next month.

"We visualized the program falling apart because of poor facilities," Professor Osborne told *Folio*. "Now there's an enormous difference to the morale among staff, students and technicians. It [the organization and sales] is tangible proof of how much students care about their education."

University relies heavily upon volunteers and donors

Edmonton is a volunteer city, and we at the University of Alberta are blessed with many outstanding volunteers, President Paul Davenport said at the President's Council Dinner, 5 November. In commenting that there are "literally hundreds of heart-warming stories about friends like you who have made a difference at the U of A," the President referred to a bequest from the estate of Stuart Ramsey Tompkins of more than \$460,000 to support visiting Russian scholars and substantial donations by June Bhatia and the family of Ernest E and Gertrude Poole which led to the establishment of the Avadh Bhatia Fellowship in Physics and the Ernest E and Gertrude Poole Chair in Management for Engineers, respectively.

In praising the partnership of the University and the large number of donors from the wider community, a partnership that "enables us to achieve greatness," President Davenport referred to the fundraising campaigns conducted by the Faculty of Rehabilitation Medicine (more than \$1 million raised) and the Faculty of Pharmacy and Pharmaceutical Sciences (well on its way to the \$2.8 million target). "In total, last year campaigns such as these raised over \$13 million for the University of Alberta from 13,486 donors, people like you. You are investors in excellence."

Premier Don Getty told Council members there is no denying that education has moved

to the centre of the national agenda. The ability of the postsecondary system to produce graduates who will lead Canada into the 21st century lies in a cooperative approach, he said. The unique perspectives of all partners in the system—institutions, government, the private sector, and students—must be built upon.

"Together, members of the President's Council contributed more than \$8 million in the last fiscal year to the University of Alberta," Mr Getty said. "Clearly, you understand that business is one of the main beneficiaries of postsecondary education, and as such, you have a vital interest in supporting institutions of higher learning. There is a great opportunity for Alberta, if we can convert some of our strong academic and research work to a more advanced stage."

In expressing confidence in Council members' ability to continue working to support the University of Alberta, the Premier said it is incumbent upon the University to "make sure its message gets out into the wider community for support. That support can only grow as the University develops innovative programs that will encourage greater participation by individuals."

AWA instituting new award

The Academic Women's Association is instituting an award that will recognize a University of Alberta woman's contributions to the betterment of women in the University community, either through the course of her career or through her dedication to current activism.

Any woman who is a member of the academic or nonacademic staff, excluding current members of the AWA's executive, will be eligible for the award.

According to AWA President Sandra Niessen (Clothing and Textiles), one of the most important things the award will do is give credit to the recipient who is making women's issues a priority in her life. "It's something extra to the work that we do on campus—research, teaching and committee work. But it's within that whole milieu that that person is fighting for women's issues, and making life more pleasant for all of us."

"It will also raise the profile of doing that kind of work. You know, on campus there is a lot of emphasis laid on our publishing, and our teaching, but in addition to that, if the campus is a nice place, it's because of the efforts of individuals who make it a nice place. We're not necessarily getting formal recognition for that. This [award] gives formal recognition."

Nominations can be sent to Dr Niessen, 115 Home Economics Building, by 1 February 1992. Anyone on campus is eligible to submit nominations. Names of nominees can be submitted with a one- to two-page letter and any supporting documents explaining the grounds for the nomination.

BOOKS DONATION MARKS JANE KARSTAEDT'S RETIREMENT

The Women's Studies Program gratefully acknowledges the receipt of a donation of books from the Sexual Assault Centre in honour of the retirement of Jane Karstaedt as director of the Sexual Assault Centre.

"The memory of Jane Karstaedt's valuable work will be retained through the use of the books for research on topics related to the improvement of social conditions for women," says Women's Studies Program Coordinator Winnie Tomm.

The books are currently available for use in the Women's Studies reading room in Trailer Complex 1. For more information, call the Women's Studies Program at 492-7078.

Women in management: making a difference Dean of Arts to address conference

Patricia Clements, Dean of Arts, is one of the speakers at the Women in Management: Making a Difference conference, which will be held 28 and 29 November at the Ramada Renaissance Hotel. Dean Clements will speak at the luncheon on the 28th.

Another invited speaker is Doris Anderson, a writer and feminist who was editor of *Chatelaine* for 19 years and a former president of the National Action Committee on the Status of Women.

Other speakers include: Bette Hewes, MLA Edmonton Gold Bar; Rita Karakas, former CEO of the YWCA of Canada; Joyce Irvine, social worker and educator; and Pat Dezutter, Assistant Deputy Minister of Alberta Labour.

For more information on conference scheduling and registration fees, call the conference's sponsor, the Edmonton YWCA, at 423-9922.

Did you know...

\$70 can help provide an abused woman and her children with one day of food, lodging and understanding.



Please give generously to the United Way Campaign

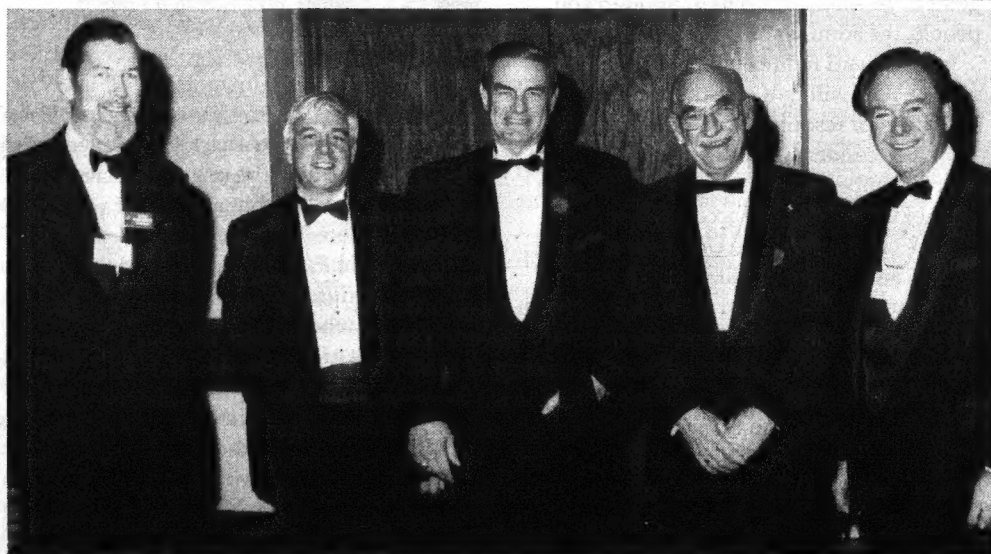
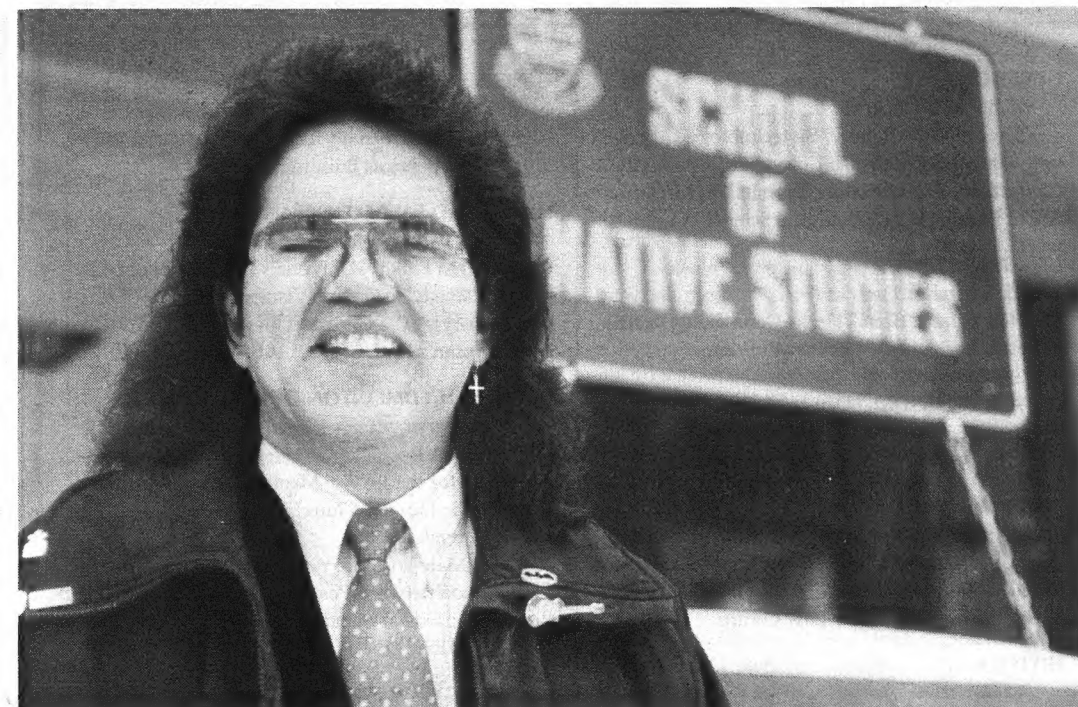


Photo Services

Chancellor Sandy Mactaggart, President Paul Davenport, Premier Don Getty, Advanced Education Minister John Gogo, Board of Governors Chair Stan Milner (left to right) and more than 500 other Albertans attended the President's Council Dinner.



James Dempsey says he's ready to take on the director's position at the School of Native Studies.

New director appointed to lead School of Native Studies

First native to fill the position

The new director of the School of Native Studies is in favour of quota positions for aboriginal students, but with one qualification: the people who are filling those positions must be qualified.

"Almost invariably you're setting a person up for failure if they don't have the necessary qualifications," says James Dempsey, a registered Indian, member of the Blood nation and professor at the Saskatchewan Indian Federated College (SIFC), who will take on his U of A responsibilities 1 May 1992.

Dempsey, who earned his master's degree in Canadian history in 1987 from the University of Calgary, said last week he was aware of the recent controversy at the U of A (students in the native studies program called for the appointment of a native person to the director's position). "That controversy is going on right across the country," says Dempsey, who points out that SIFC will have difficulty finding a qualified historian to fill his position.

One of the biggest challenges facing Dempsey and the School will be to encourage undergraduate students to pursue graduate studies. More and more schools are asking for native instructors, he says. He wants to tell native students that instructors will come from their ranks and that job opportunities will be good.

"Natives just haven't gone beyond the bachelor's level and there are very few with MAs and PhDs," says Dempsey, who will replace the first director of the School, Richard Price, who was appointed in 1986. Price will take administrative leave before assuming a teaching and research position with the School.

The School graduated its first two students last year. Two more are expected to graduate this fall. The program now has 84 students registered.

According to Dianne Kieren, Associate Vice-President (Academic), Dempsey will play a significant leadership role in further developing the multidisciplinary, relatively autonomous program. She says he will bring considerable experience in dealing with local communities to the program. While at SIFC, Dempsey has taught, counselled and played a central role in developing the college's curriculum.

He says one of his major objectives is to develop and improve relations with the various communities, communities that have to understand the School's intentions. On the issue of curriculum, Dempsey says he'll be open to suggestions and changes may take place "down the road." Some of the School's one-semester courses attempt to cover an awful lot of ground, he says.

The Calgary native has conducted research for the Glenbow Museum in that city and the Historic Sites Branch of Alberta Culture. He began his undergraduate studies at the U of A, and later finished them at the U of C.

Does Dempsey feel some pressure stepping into the job at such a critical time? He acknowledges that to some extent it is intimidating, but much of that stems from the fact that the director's job is a new position for him. The 33-year-old says he has work to do to get up to speed on some of the administrative aspects of the job, but he's confident he'll rise to the challenge.

EASY ON THE ENERGY

The Energy Management Division, Department of Physical Plant, reckons it's the time of year when a reminder about the benefits of using energy wisely is in order.

Recent events in the Middle East underline the fact that world market forces, over which we have no control, determine the price of energy, says a statement from the Division. "Also we, individually and globally, are responsible for how we use energy and its impact on the environment.

"Each of us can do a bit to help the situation, examples being the turning off of classroom and office lights when we leave, the use of efficient modes of transportation to and from work, and lowering of the thermostat when we leave for work in the morning and at night when we sleep."

Next week (17 to 23 November) is Energy Awareness Week and the local dailies will carry details about the event's activities. For its part, the Energy Management Division will have an information booth in SUB (18 and 19 November) and in CAB (20, 21 and 22 November). People are invited to stop by for tips on saving energy and to pass on their suggestions as to how the University can reduce energy consumption.

1991 the 75th anniversary of business programs on campus

Business programs have been taught at the University of Alberta for 75 years and the Faculty of Business is going to celebrate the milestone with a ceremony and reception in Convocation Hall in the Arts Building, the location of the first business classes.

The date to remember is 25 November; the ceremony starts at 4:30 pm and the reception follows at 5:30. Speakers include Provincial Treasurer Dick Johnston (one of the Faculty's 10,000 graduates), Competitive Edge Campaign Chair Sandy Pearson, Dean Jean-Louis

Malouin and President Paul Davenport. Bill Preshing, Director of Community Relations for the Faculty, and a number of former Deans will pay tribute to Brian Williams, who was instrumental in establishing the Faculty's MBA and PhD programs. Eric Geddes will be master of ceremonies.

"This occasion will be doubly special," says Dr Preshing. "We will be honouring Francis Winspear, one of the founders of our business program, as 'Distinguished Benefactor'. At this time, Dr Winspear will be making an announcement of a major gift to the Faculty of Business."

The event is open to interested members of the University community.

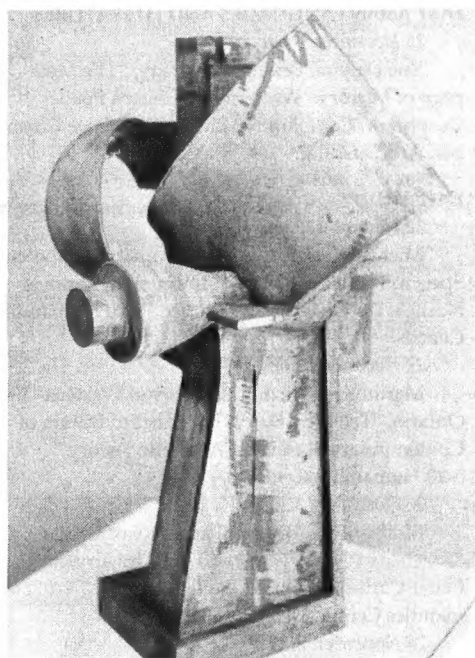
EVENTS

EXHIBITIONS

ART AND DESIGN

Until 15 November

"Industrial Design 'Results'"—an exhibition of work of former students in Art and Design's Industrial Design. Gallery hours: Monday to Friday, 8:14 am to 4:30 pm. The Beaver House Gallery, 3rd Floor, 10158 103 Street.



Shaun Cassidy, Sculpture, *Banana Tree*, 1991, steel and painted. The exhibition is in partial fulfillment of the requirements for the degree of Master of Visual Arts.

MCMULLEN GALLERY

Until 27 January

"Sand, Fire and Light"—an exhibition curated by E Ross Bradley of work by contemporary Albertan glass artists John Norton, Helen Kovacs, Mark Gibeau, Lorie Hedemark and Barbara Pierce. Gallery hours: Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm (subject to availability of volunteers). Information: 492-8428, 492-4211. Walter C Mackenzie Health Sciences Centre.

FILM

GERMANIC LANGUAGES

19 November, 7:15 pm

"Die Leidenschaften" (1981), German with English subtitles. 141 Arts Building.

MUSIC

DEPARTMENT OF MUSIC

15 November, 8 pm

Faculty Recital—Stephane Lemelin, pianist. Part I.

20 November, noon

Organ Recital—Marnie Giesbrecht and Joachim Segger.

20 November, 8 pm

Symphonic Wind Ensemble, William Street, director.

22 November, 8 pm

Faculty Recital—Richard Troeger, forte and piano, and Peter Visentin, violin.

24 November, 8 pm

University Symphony Orchestra Concert, Norman Nelson, director.

All events take place in Convocation Hall, Arts Building.

EDMONTON CHAMBER MUSIC SOCIETY

27 November, 8 pm

"The Great Mozart Hunt." Season and single tickets available from The Gramophone, 10020 101A Street, 428-2356. Myer Horowitz Theatre.

MYER HOROWITZ THEATRE

17 November, 8 pm

Holly Cole Trio. Tickets at BASS and information booths.

U OF A CONCERT CHOIR

16 November, 6:30 pm

"An Evening of Music"—dinner and entertainment. Champagne: 6:30 pm. Dinner: 7:30 pm. Tickets: \$50 (\$27 tax receipt available). Tickets and information: 479-5357 or 492-2384.

SPORTS

HOCKEY

22 and 23 November, 7:30 pm

Bears vs Brandon

VOLLEYBALL

15 and 16 November, 6:15 pm

Pandas vs Victoria

15 and 16 November, 8 pm

Bears vs Victoria

22 November, 6:15 pm Pandas vs Lethbridge

Call 492-BEAR/492-2327 or the "Talking Yellow Pages" at 493-9000, code 3250, for more information.

THEATRE

STUDIO THEATRE

Until 16 November

"Newhouse" by Richard Rose and DD Kugler. Directed by Carl Hare. Tickets and information: 492-2495. Myer Horowitz Theatre, SUB.

TALKS

ANATOMY AND CELL BIOLOGY

19 November, 4 pm

Grant Hatch, "Regulation of Phosphotidylcholine Metabolism in Isolated Rat Hepatocytes." 5-10 Medical Sciences Building.

ARTS

20 November, noon

Patricia Demers, "Goldilocks Meets Beauty and the Beast: An Experimental Fairytale." Heritage Lounge, Athabasca Hall.

ACCOUNTING

15 November, 2 pm

Bill Waller, University of Arizona, "A Study of Auditor's Risk in Assessments in Field Settings." B-05 Business Building.

22 November, 2 pm

Lane A Daley, University of Minnesota, "The Impact of Earnings Announcements on the Adverse Selection Problem of Market Makers." Stollery Centre, Business Building.

ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

26 November, 4 pm

Eric H Mercer, postdoctoral fellow, Division of Biology, California Institute of Technology, "The Depamine B-Hydroxylase Promoter in Transgenic Mice: Insights Into the Transcriptional Basis of Neuronal Identity." Presented by Anatomy and Cell Biology. 5-10 Medical Sciences Building.

APPLIED MATHEMATICS INSTITUTE

22 November, 3 pm

John Harnad, Department of Mathematics, Concordia University, and Centre de Recherches Mathematiques, University of Montreal, "Kaluza-Klein Approach to the Motion of Nonabelian Charged Particles and Strings with Spin." 657 CAB.

BIOETHICS

19 November, 12:30 pm

Anne Fanning, Marion Briggs and Ellen Schoeck, "Not About Sex, But Power..." 2F1.04 Mackenzie Health Sciences Centre.

BOTANY

21 November, 4 pm

Danilo Fernando, "Developmental Anatomy of the Shoot Apical Meristem of *Pittosporum Resinitum* Hemsl." M-149 Biological Sciences Centre.

CANADIAN INSTITUTE OF UKRAINIAN STUDIES

15 November, 7:30 pm

Victoria Yegorova, professor, Department of Economics, University of Donetsk, "Modern Energy Policy in Ukraine and the Role of the Donetsk Region in its Economic Development." Heritage Lounge, Athabasca Hall.

CENTRE FOR CRIMINOLOGICAL RESEARCH

15 November, 9 am

John Braithwaite, Research School of Social Sciences, Australian National University, "Crime, Shame, and Reintegration." Cosponsor: Solicitor General of Canada and Sociology. TLB-12 Tory Lecture Theatre.

CENTRE FOR INTERNATIONAL EDUCATION AND DEVELOPMENT

20 November, noon

Svetoslav Grigoriev, head, Department of Sociology, Altai State University, Barnaul, Russia, "Economic Reconstruction of Russia: Sociological Implications of the Market Economy." 5-15 Tory Building.

22 November, noon

Dr Grigoriev, "The Demise of the Soviet Union: An Analysis of Recent Events." 5-180 Education North.

25 November, 3 pm

Dr Grigoriev, "Ethnic Problems in Russia: A Study of the Tartars." 1-09 Business Building.

27 November, noon

Dr Grigoriev, "Education and the Economic Reconstruction of Russia." 5-180 Education North.

CHEMICAL ENGINEERING

21 November, 3 pm

Leigh Wardhaugh, "The Unusual Flow Properties of Waxy and Heavy Crude Oils: Measurement Techniques and Implications for Pipeline Design and Operation." 342 Chemical-Mineral Engineering Building.

28 November, 3 pm

NM Iyer, "Adaptive Inferential Control." 342 Chemical-Mineral Engineering Building.

CLASSICS

21 November, 3:30 pm

Paul Keyser, "Who Wrote What When, and How Can We Tell? Approaches to Stylometric Methodology." 1-8 Humanities Centre.

22 November, 1 pm

Paul Keyser, "Medicine, Magic, and Morals." L-4 Humanities Centre.

CLOTHING AND TEXTILES

21 November, 1 pm

Chrystal Dawley, "Effects of Freeze-Thaw Cycles of Wool." 131 Home Economics Building.

28 November, 1 pm

Suzanne Peterson and Linda Capjack, "How Autocade Will Change Our Department's Life." 131 Home Economics Building.

COMPUTING SCIENCE

18 November, 3:30 pm

Doug Poff, "Even Virtual Libraries Need a Solid Foundation." 619 General Services Building.

25 November, 3:30 pm

Pawel Gburzynski, "SMURPH: A Modelling Package for Communication Systems." 619 General Services Building.

EAST ASIAN LANGUAGES AND LITERATURES

15 November, 3 pm

Yue Daiyun, Peking University, "The Metaphor of Mirror in Western and Eastern Poetics." Cosponsor: Comparative Literature. Senate Chamber, Arts Building.

ENGLISH

22 November, 2 pm

Michael Keefer, Guelph University, "Impotent Speech: Transgression and Abjection in Thomas Nashe's *The Unfortunate Traveller*." 5-20 Humanities Centre.

22 November, 3 pm

Martin Kreiswirth, University of Western Ontario, "Tell Me a Story: The Narrativization of Contemporary Social and Aesthetic Theory." 5-20 Humanities Centre.

26 November, 3:30 pm

Murray McGillivray, University of Calgary, "Klaeber's Women, Anglo-Saxon Chivalry, and Other Curiosities of Old English Studies." 5-20 Humanities Centre.

28 November, 3:30 pm

Sheila Watson Reading Series—Canadian fiction writer Bonnie Burnard reads from her work. L-3 Humanities Centre.

ENTOMOLOGY

21 November, 4 pm

Elizabeth Straszynski, "Sexual Selection in Notostraca (Crustacea): The Origin of Aggression and Advantage of Plasticity in Ephemeral Habitats." TBW-1 Tory Breezeway.

28 November, 4 pm

Nidia Moreno, "Influence of Environmental Patterns and Density of Adult Gerrid Hosts on Egg Parasitism by Typhodites Gerriphagus." TBW-1 Tory Breezeway.

FAMILY STUDIES

18 November, 12:30 pm

Marilyn Meyer, "Perceptions of Retirement From Farming." 3-57 Assiniboia Hall.

21 November, 12:30 pm

Maryanne Poirier and Brenda Munro, "Evaluation of AIDS Education." 3-57 Assiniboia Hall.

FOREST SCIENCE

21 November, 3 pm

JP (Hamish) Kimmins, professor, Forest Ecology, University of British Columbia, "Sustainable Forestry: Can We use and Sustain Our Forests." Myer Horowitz Theatre, SUB.

27 November, noon

Vic Lieffers, "Partial Cutting Silvicultural Systems in Southern Germany and Switzerland." 849 General Services Building.

GENETICS

15 November, 2:30 pm

Louise Glass, Botany/Biotechnology Laboratory, University of British Columbia, "Molecular Characterization of Mating Type in *Neurospora*... Sex or Death." G-217 Biological Sciences Centre.

GEOGRAPHY

15 November, 3 pm

Roy Eyton, "Been There—Done That: An Australian Travelogue." 3-36 Tory Building.

22 November, 3 pm

Allan Gottesfeld, "Dendochronology of BC Rivers." 3-36 Tory Building.

HEALTH LAW INSTITUTE

21 November, 7:30 pm

Bernard M Dickens, professor, Law and Medicine, University of Toronto, "Implications of Health Care Professionals' Legal Liability." Call 492-8343 to reserve a seat. 231/237 Law Centre.

HISTORY

15 November, noon

Tang Yijie, professor, Chinese Philosophy, Peking University, and president, International Academy of Chinese Culture, "On Matteo Ricci's Attempt to Fuse Chinese and Western Culture." TBW-2 Tory Breezeway.

INTERDISCIPLINARY LECTURE SERIES IN CULTURAL STUDIES

18 November, 4:30 pm

Janice Williamson, "Notes from Storyville North: Circling West Edmonton Mall." L-3 Humanities Centre.

INTERNATIONAL CENTRE

20 November, noon

"Hell to Pay", 1988, video. 172 HUB International.

27 November, noon

"Dirty Business", 1990, video, and "Bigger Than A Basket", 1989, video. 172 HUB International.

LIMNOLOGY AND FISHERIES DISCUSSION GROUP

21 November, 12:30 pm

Barb Nicholson, "Peatland Development at Elk Island National Park." M-149 Biological Sciences Centre.

28 November, 12:30 pm

Leigh Noton, Alberta Environment, "Water Quality Aspects of Pulp Mill Effluent In Alberta." M-149 Biological Sciences Centre.

PHYSICS

20 November, 3:30 pm

ED Cooper, Ohio State University, "The (p,2p) Reaction in the Dirac Impulse Approximation." 631 Avadh Bhatia Physics Laboratory.

POLITICAL SCIENCE

15 November, 3 pm

Paul Tennant, University of British Columbia, "Native Issues in Provincial Politics in British Columbia." Cosponsors: School of Native Studies and Anthropology. TBW-2 Tory Breezeway.

RELIGIOUS STUDIES

20 November, 3:30 pm

M Waida, "The Journey to the Land of the Dead in Japanese Shamanism." Senate Chamber, Arts Building.

RESEARCH SEMINARS IN EARLY WOMEN

18 November, noon

Lesley Cormack, "Gender and Early Science." 5-20 Humanities Centre.

ROMANCE LANGUAGES

19 November, 3:30 pm

Martha Nandorfy, University of Calgary, "Silence as Revelation in Apocalyptic and Carcia Loca's *Poet in New York*." 141 Arts Building.

28 November, 4 pm

Ruggero Pierantoni, University of Toronto, "The Renaissance Garden as Text." 2-20 Fine Arts Building. (cosponsored by Art and Design).

RURAL ECONOMY

18 November, 3:15 pm

Terrence S Veeman, "Cereal Import Demand in Developing Countries." 519 General Services Building.

25 November, 3:15 pm

Dan Needham, "Growing Christmas Trees in Alberta: A Market Analysis and Feasibility Study." 519 General Services Building.

SLAVIC AND EAST EUROPEAN STUDIES

18 November, 3 pm

Serhij M Plokhly, University of Dnepropetrovsk (Stuart Ramsay Tompkins Visiting Professor of Russian History), "The German Question in the USSR: An Historian's Perspective." 141 Arts Building.

SOCIETY OF EDMONTON DEMOGRAPHERS

15 November, noon

Leszek A Kosinski, "Immigration to Canada: Challenge for the 1990s." Meeting Room, Edmonton Main Public Library, Churchill Square.

25 November, noon

Alex Matejko, "The Well-Being of Population: A Comparison Between Postindustrialism (Canada) and Postcommunism (Poland)." Meeting Room, Edmonton Main Public Library, Churchill Square.

SOCIOLOGY

20 November, noon

Svetoslav Grigoriev, head, Department of Sociology, Altai State University, Barnaul, Russia, "Economic Reconstruction of Russia: Sociological Implications of the Market Economy." 5-15 Tory Building.

SOIL SCIENCE

21 November, 12:30 pm

G Fishburne, "Enhancing Student Learning: Considerations for Effective Teaching." 2-36 Earth Sciences Building.

28 November, 12:30 pm

G Fishburne, "Evaluating University Teaching: Can It Be Done?" 2-36 Earth Sciences Building.

STUDENTS' UNION

23 November, 7:30 pm

Jello Biafra, "Spoken Word Tour of Canada: No More Censorship." Tickets at BASS or information booths. Dinwoodie Lounge.

UNIVERSITY TEACHING SERVICES

18 November, 3 pm

Jim Creechan and Dan Precht, "Item Analysis of Multiple Choice Questions: A Non-Statistician's Guide to Interpretation." TBW-2 Tory Breezeway.

19 November, 3:30 pm

Asad Ahmed, Bob Busch and David Tyrrell, "Increasing Awareness of the Research Dimension in Our Teaching." TBW-2 Tory Breezeway.

20 November, 2:30 pm

Raymond Au, "Overview of Desktop Publishing Software." 349 CAB.

26 November, 3:30 pm

Terry Davis, "Shame and Trust in the Educational Encounter." 349 CAB.

WOMEN'S PROGRAM AND RESOURCE CENTRE AND DRAMA

21 November, 7 pm

Jill Greenhalgh, artistic director, The Magdalena Project, "An Evening About the Magdalena Project." Tickets: \$5 at the door. Phone: 492-3093. 2-115 Education North.

22 November, 2:30 pm

Jill Greenhalgh, "Making Theatre For, By and About Women." 3-92 Fine Arts Building.

22 November, 7 to 10 pm,

and 23 November, 10 am to 3 pm

Jill Greenhalgh, "Making Theatre For, By and About Women: A Workshop with Jill Greenhalgh." 4-51 Fine Arts Building.

ZOOLOGY

15 November, 3:30 pm


Patrick Weatherhead, Department of Biology, Carleton University, "Sexual Selection in Red Winged Blackbirds." M-149 Biological Sciences Centre.

22 November, noon

James Hare, "Brood Discrimination by Slave-Making Ants." G-208 Biological Sciences Centre.

22 November, 3:30 pm

Freda Miller, "Regulation of Gene Expression in Development and Regenerating Neurons." M-149 Biological Sciences Centre.

 This symbol denotes environmentally related seminars/events. If you wish to have an environmentally related event listed in this way, please contact: The Environmental Research and Studies Centre, 492-6659.

POSITIONS

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ACADEMIC

RESEARCH ASSOCIATE - SOIL MICROMORPHOLOGY/SOIL MINERALOGY

Academic trust position with a multidisciplinary team working in the area of soil micromorphology/mineralogy. The candidate will be responsible for the following: 1) Preparation and microscopic description of soil thin-sections according to the most recent internationally accepted procedures; 2) Operations of a Norelco x-ray microcamera for thin-section analyses and interpretation of x-ray microdiffraction patterns; 3) Use of other submicroscopic analytical techniques such as FTIR, SEM, NMR, etc. for microfabric mineral identification; 4) Use of 'wet' chemical techniques for soil microfabric analyses; and 5) some teaching opportunities will be available.

We are seeking an individual with a PhD in soil micromorphology/soil mineralogy who is familiar with the application of microanalytical techniques to soil systems. The individual is expected to have a reasonably good background in soil clay mineralogy, soil micromorphology and soil chemistry. Good communication and interpersonal skills are required.

This is an academic trust position with a salary range of \$24,000 to \$30,000. Letters of application, names and addresses of three referees, academic transcripts and a *curriculum vitae* should be sent to: S Pawluk/MJ Dudas, Department of Soil Science, University of Alberta, Edmonton, Alberta T6G 2E3.

The closing date for applications is 30 November 1991. Appointment begins 30 June 1992.

SUPPORT STAFF

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 8 November 1991. For a more up-to-date listing, please consult the weekly *Employment Opportunities Bulletin* and/or the postings in *PSSR*. Positions available as of 8 November 1991.

The limited number of vacancies is a result of the current Support Staff hiring freeze.

Applications for regular operating budget funded University positions (both full-time and part-time) are initially restricted to current bargaining unit employees. This is due to the current hiring freeze. Applications may be accepted from external applicants for some positions after internal staffing has been explored.

The salary rates for the following positions reflect adjustments in accordance with the terms for the implementation of the Pay Equity Program.

CLERK STENO (Grade 5) (Recurring Term), Physics, (\$1,855 - \$2,298)

CLERK TYPIST (Receptionist) (Grade 5), Office of the Dean of Arts, (\$1,855 - \$2,298)

SECRETARY (Grade 5), Faculty of Home Economics, (\$1,855 - \$2,298)

ADMINISTRATIVE CLERK (Timetabling Assistant) (Grade 6) (Term to 13 July 1992), Office of the Registrar, (\$2,029 - \$2,530)

DEPARTMENTAL/EXECUTIVE SECRETARY (Grade 6), Physics, (\$2,029 - \$2,530)

ADMINISTRATIVE ASSISTANT (Grade 10), Library, (\$2,783 - \$3,549)

PROGRAMMER ANALYST (Grade 10) (Term to 31 December 1991), (\$2,783 - \$3,549)

The following position retains salary rate in accordance with the previous classification system and pay plan.

CLERK TYPIST (Temporary/Hourly), Housing and Food Services, (\$10.32/hour)

ADS

ACCOMMODATIONS AVAILABLE

VICTORIA PROPERTIES - Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

RENT - Executive bungalow, Saskatchewan Drive, furnished. Immediate occupancy, long term lease, references required. For full details, Janice Duke, Royal LePage, 437-7480.

RENT - Beautiful, large two bedroom home. Windsor Park. January-May. 433-7293.

RENT - To mature couple, west end furnished house. January, February, March. Moderate rent plus utilities, 484-8946.

RENT - Basement suite, University area. \$350/month, nonsmoker, grad student. December, 437-6060.

SALE - Grandview, two storey, 2,150', immaculate. Original owners, excellent location. Sherry Mailo, Re/Max, 438-7000.

SALE - Downtown condo, view of river valley, beautifully decorated. Sherry Mailo, Re/Max, 438-7000.

SALE - Condo, reduced, \$164,500. Immediate possession. Totally upgraded, atrium, fireplace, 1,550'. Sherry Mailo, Re/Max, 438-7000.

SALE - Quesnell, 2,300' two storey. Exceptional lot location, upgrading. Sherry Mailo, Re/Max, 438-7000.

RENT - Blue Quill, modern four level split, four bedrooms. Quiet location near Derrick Club, wonderful family home. 1 November possession, \$1,275/month. Western Relocation Services Ltd, 434-4629.

RENT - Valhalla, river valley view. Furnished, one bedroom, air conditioned, close to LRT, shopping. Pool and jacuzzi in building. \$895, negotiable, 15 November possession. Western Relocation, 434-4629.

RENT - Charming two bedroom house, Mill Creek Ravine. Close, quick transit to University or 99 Street and downtown. Garage, skylight, finished basement, family room. \$750, 492-8447, 433-9632.

SALE - Walk to campus! Beautifully renovated 1 1/2 storey in Windsor Park. Hardwood floors, sunroom, two fireplaces, jacuzzi, skylights, only \$219,000. Bill Bezenar, Re/Max Real Estate, 438-7000.

RENT - Upper two levels of house, ten minutes from University. Three bedrooms, six appliances, one garage stall. Huge yard, shared utilities. Direct bus route. 1 December, \$725, 444-4986 or 498-2462.

RENT - Unfurnished two bedroom apartment. Saskatchewan Drive, magnificent river valley view, \$770/month, available immediately. Call 433-0858.

SALE - Groat Estates, Edwardian aura with 20th century features. Three bedrooms, super jacuzzi, modern kitchen. Close to University and all cultural activities. Don't miss it! Val/Ann, Spencer Realty, 435-0808.

RENT - Two bedroom apartment, close to University. Available 1 January, \$575/month, call 463-1601.

RENT - Attractive, spacious, newly painted, ground level two bedroom suite. Fireplace and separate entrance, country setting, 15 minutes from University. Nonsmoker, single occupancy preferred. \$600/month, available immediately, phone 434-6022.

RENT - Executive bungalow, four bedrooms, 2 1/2 baths, appliances. Furniture and household items optional. Near University, \$1,200 monthly plus utilities. Minimum one year, available 1 January, 436-1597.

RENT - Capilano river valley, spacious three bedroom 1,600' home with attached four car garage. Quiet location opposite park, 15 minutes to University. 1 December occupancy, 492-4094 or 468-4833.

ACCOMMODATIONS WANTED

Doctoral student (Nursing) and spouse require accommodation (furnished/unfurnished) 1 January to mid-April, preferably walking distance to campus. Debra Morgan, Box 9902, Saskatoon, Saskatchewan, S7K 7Z2 (306) 652-4680.

GOODS FOR SALE

CASH PAID FOR APPLIANCES, 432-0272.

NEW IBM P-70 386 portable computer, 492-3619.

SALE - 1/4 Suzuki cello, \$350, 430-6797.

SERVICES

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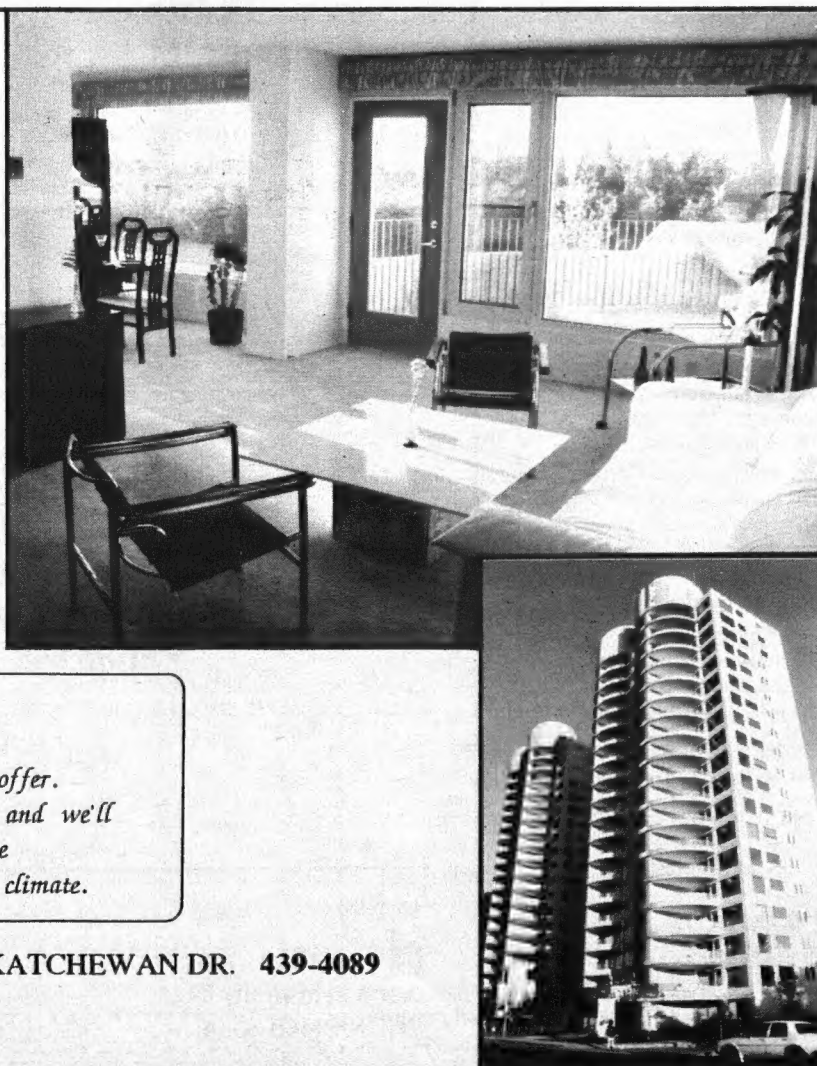
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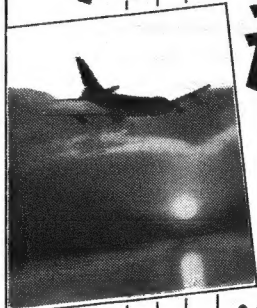
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